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## BAC-6923

### Contact Information

Contact Name	Rufina Hernández	Home Address	4154 S. Quince St.
Preferred Phone	2023203748	Home City	Denver
Preferred Email	rufinahem@outlook.com	Home State	CO
Other Phone	7205190372	Home Zip	80237
Other Email	rufinahem@outlook.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	Yes
SSN	[REDACTED]	Race/Ethnicity	Other
Gender	Female	Other Ethnicity	Indigenous
Other Gender		Salutation	Ms.

### Board Information

Board Name	Civil Service Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	University of Denver	Work Address	4154 S QUINCE STREET
Position	Associate Director, Office of Equal Opportunity	Work City	Denver
Business Phone #	3038717726	Work State	CO
Work Email	rufina.hernandez@du.edu	Work Zip	80237

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	4		

### Education and General Qualifications

Name of High School	Carlsbad High School	Name of Graduate School	Georgetown University Law Center
Location of High School	Carlsbad, NM	Location of Graduate School	Washington, DC
# of Years Attended High school	4	# of Years Attended Graduate School	3

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major Law

Name of College University of New Mexico

Location of College Albuquerque, NM

# of Years Attended College 4

Did you Graduate College Yes

Undergrad Major Political Science

Reference Details

Reference Name #1 Roberto Corrada

Reference Email #1 rcorrada@law.du.edu

Reference Phone #1 3035179013

Reference Address #1 2255 E. Evans Ave., Denver Co 80210

Reference Name #2 Juana Bordas

Reference Email #2 jbordas333@aol.com

Reference Phone #2 3035480680

Reference Address #2 2678 Clermont, Denver

Reference Name #3 Annita Menoghan

Reference Email #3 amlmenogan@gmail.com

~~Reference Phone #3 3039170888~~

~~Reference Address #3 5185 Akron St. #B, Denver CO 80238~~

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

Hernandez\_resume 2020.docx.docx

Type Attachment

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Description

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# RUFINA A. HERNÁNDEZ, ESQ.

Email: Rufina.Hernandez@du.edu

Phone: 2023203748

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## EXECUTIVE

*Non-Profit and Program Management ~ Policy and Advocacy ~ Higher Education Administration*

Accomplished executive with over 30 years of national, state and local non-profit expertise. Extensive experience in bringing teams together; allied, but divergent groups, to propel a common agenda. Advocate for education and civil and human rights. Fluent in Spanish.

- ◆ Non-Profit Executive
- ◆ Coalition Building
- ◆ Title VII expertise
- ◆ ADA specialist
- ◆ Fiscal Management
- ◆ Diversity Recruiter
- ◆ Affirmative Action
- ◆ K-20 Education Equity
- ◆ DEI Trainer

## KEY CAREER ACCOMPLISHMENTS

University of Denver (DU), Office of Equal Opportunity

- Wrote and published DU Staff Hiring Guidelines document providing A-Z guidance on best practices in hiring
- Created and implemented two-hour training on diversity recruitment and anti-bias in hiring for all hiring managers and search committees
- Produce annual Affirmative Action Plan and implement strategies to improve hiring goals
- Implemented Heritage Month programming highlighting contributions of women, LGBTQ. persons with disabilities and racial/ethnic communities

National Education Association (NEA)

- Managed Women's Leadership Training, the GLBT Safe Schools, and the Minority Leadership programs, and helped develop and write curriculum for two of the three training programs.
- Envisioned and accomplished a series of 6 summits on the status of education and accompanying reports, for each ethnic minority student group as well as GLBT and female students.
- Trainer and presenter on diversity, LGBTQI and women's issues relating to education equity issues

## EDUCATION

GEORGETOWN UNIVERSITY LAW CENTER, Washington, DC  
*Juris Doctorate*

UNIVERSITY OF NEW MEXICO, Albuquerque, New Mexico  
*Bachelor of Arts in Political Science*

## PROFESSIONAL EXPERIENCE

UNIVERSITY OF DENVER  
*Office of Equal Opportunity, Associate Director*  
*Interim Director, Office of Equal Opportunity*

2016-present

**PROFESSIONAL EXPERIENCE**

*(Continued)*

Leveraged diversity and inclusion expertise to the extent possible to help teams be thoughtful and responsive to the entire community, and/or appropriately focus on the needs of constituents as circumstances warrant;

Interpretation of applicable nondiscrimination, anti-harassment, and other civil rights related policies, regulations, guidelines, and laws, aid in the drafting and updating of university policies to ensure compliance with applicable laws and regulations.

Developed and administered compliance training programs, in partnership with other staff, relating to policies and procedures enforced by the office; and,

Collaborated and served as a liaison with Human Resources, Risk Management, Campus Safety, Office of General Counsel, and other key university partners.

Developed and administered the university's affirmative action plan and various compliance reports. Performed research-related activities as requested. Assist campus academic and ~~administrative leaders to develop and implement university-wide initiatives that promote~~ adoption of inclusive strategies to enhance the recruitment and retention of diverse faculty, staff, and administrators.

Stayed abreast of regulatory and policy developments affecting areas of responsibility.

Primary responsibility for managing the day-to-day responsibilities associated with the University's Section 504 and ADA compliance obligations and ensuring effective, timely, and consistent investigations of reported disability discrimination incidents.

Provided consultation, education, and training to members of the University community regarding discrimination, harassment, retaliation in Section 504 or other accommodation issues, as well as available resources for support and assistance in addressing and resolving concerns; and

Worked collaboratively with colleagues, committees, and campus partners to ensure Title VII, ADEA, Equal Pay Act, and other civil rights compliance, including creating, modifying, and overseeing protocols related to the University's response to reports of discrimination due to protected classes.

**COLORADO CIVIL RIGHTS DIVISION**

2015-2016

***Director***

The Colorado Civil Rights Division is a state agency responsible for enforcement of the Federal and State Anti-discrimination laws. We conducted investigation and hearings on charges of discrimination.

**PROFESSIONAL EXPERIENCE***(Continued)***CAMPAIGN FOR HIGH SCHOOL EQUITY, Washington DC 2012- 2014*****Executive Director***

The Campaign for High School Equity (CHSE) was a coalition of ten prominent civil rights organizations advocating on behalf of students of color, ELL, Native and low –income students on high school equity issues.

**NATIONAL EDUCATION ASSOCIATION, Washington, DC 2002 - 2012*****Associate Director; External Partnerships and Advocacy (2006 - 2012)******Director and Associate Director; Human and Civil Rights Department (2002 – 2006)***

Provided leadership to 25 staff members (Human and Civil Rights Department) and a budget of more than \$7 million; performed research, policy analysis and advocacy on behalf of underrepresented groups; provided assistance to NEA members on issues such as affirmative action, cultural competence, LGBTQI and gender equity, sexual harassment and anti-bullying training for students and educators.

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**LATIN AMERICAN RESEARCH AND SERVICE AGENCY, Denver, Colorado 1997 - 2002*****Executive Director***

*LARASA provided statistical, cultural and demographic information as well as training, advocacy and capacity building to increase knowledge and awareness of issues facing Colorado's Latino families and community.*

**STATE BAR OF NEW MEXICO, Albuquerque, New Mexico 1994 - 1997*****Executive Director***

*The State Bar is the licensing authority for attorneys in the state and promotes the interests of the legal profession and works to improve the relationships between the profession and the public.*

**UNIVERSITY OF DENVER-COLLEGE OF LAW, Denver, Colorado 1989 - 1994*****Assistant Dean For Student Affairs***

*A top 100 law school with nationally ranked academic programs.*

**LEGAL AID SOCIETY OF METROPOLITAN DENVER, Denver, Colorado 1982 - 1989*****Senior Attorney-Consumer and Family Law Units***



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## BAC-5980

### Contact Information

Contact Name	Kevin Duncan	Home Address	3703 S Xenia St
Preferred Phone	303-888-7512	Home City	Denver
Preferred Email	kpdcommish@gmail.com	Home State	CO
Other Phone		Home Zip	80237
Other Email	kpdcommish@gmail.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	
SSN	[REDACTED]	Race/Ethnicity	African American
Gender	Male	Other Ethnicity	
Other Gender		Salutation	Mr.

### Board Information

Board Name	Civil Service Commission	Other boards or commissions served	Civil Service Commission
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	Retired Captain Denver Department	Work Address	3703 S Xenia St
Position	Retired	Work City	Denver
Business Phone #	303-888-7512	Work State	CO
Work Email		Work Zip	80237

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	4		

### Education and General Qualifications

Name of High School	Thomas Jefferson High School	Name of Graduate School	n/a
Location of High School	3950 S Holly	Location of Graduate School	
# of Years Attended High school	1	# of Years Attended Graduate School	
Did you Graduate	Yes	Did you Graduate	

High School

Graduate Major

Name of College n/a  
 Location of College  
 # of Years Attended College  
 Did you Graduate College  
 Undergrad Major

**Reference Details**

Reference Name #1 Pierre LaCaille  
 Reference Phone #1 720-275-5282

Reference Email #1 tcobpierre@gmail.com  
 Reference Address #1 3000 Colo blvd Denver,co,80207

Reference Name #2 Simon Montez  
 Reference Phone #2 720-273-1865

Reference Email #2 mtzs1028@centurylink.net  
 Reference Address #2 6610 S Williams Circle Centennial Co 80121

Reference Name #3 Dave Quintana  
 Reference Phone #3 303-358-4880

Reference Email #3 quintana\_6@msn.com  
 Reference Address #3 3217 S Geneva St Denver, Co 80231

Agree to a background check

Owner Romaine Pacheco

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Last Modified By Maya Thayer, 7/14/2020 12:19 PM

**Notes & Attachments**

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Description

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KEVIN DUNCAN 3703 S XENIA ST, DENVER, CO - COLORADO 80237 (303)888-7512  
[kpdcommish@gmail.com](mailto:kpdcommish@gmail.com)

**PROFESSIONAL SUMMARY** Intelligent Fire Captain excited to transition into a new position. Recognized by citizens, supervisors and the community for quick-thinking, calm and correct response to a multitude of crises and emergencies. Bringing over 35 years of hands-on experience in Emergency Services and Community involvement with a dedication of purpose.

**SKILLS** Fire response rescue direction Emergency response procedures Budgeting Damage, danger, and loss prevention Firefighting operations Fire protection Site inspections Observant CPR and Child CPR

**Training** ([Year]) **WORK HISTORY DENVER FIRE DEPARTMENT** Fire Captain | Denver, CO Preserved order and discipline among subordinates and gave assignments and instructions. Maintained and refurbished equipment to ensure operational capability. Directed work of 15 firefighters engaged in extinguishing fires. Conducted periodic firefighter written performance evaluations and completed written recommendations on probationary firefighters.

**DENVER FIRE DEPARTMENT** Fire Lieutenant | Denver, CO | April 1994 - April 2004 Directed work of 4 firefighters engaged in extinguishing fires. Coordinated fire control and prevention operations. Prepared reports of fires, equipment and personnel. Conducted periodic firefighter written performance evaluations and completed written recommendations on probationary firefighters. Directed implementation of comprehensive training operations, including drills, inspections, tests, and performance evaluations. Responded to calls in both routine and emergency situations.

**DENVER FIRE DEPARTMENT** Fire Engineer / Emergency Apparatus | Denver, CO | September 1989 - April 1994 Responded to emergency medical calls to perform lifesaving procedures and other emergency medical services. Checked all fire and life safety systems and equipment for proper placement at properties, including fire alarms, sprinkler systems and smoke detectors. Set up equipment in emergency situations and maintain it throughout the incident.

**DENVER FIRE DEPARTMENT** Fire Technician | Denver, NC | October 1983 - April 1989 Specialized Emergency Services including Underwater Dive Team - Perform Water Rescue Hazardous Material Team - Respond to all chemical releases High Angle Rope Team - Rope equipment for extrication of all types Collapse Team- respond to all collapses and provide shoring and equipment

**EDUCATION HIGH SCHOOL DIPLOMA** Thomas Jefferson High School Denver Co 3950 S Holly Denver Co 80237

**ACCOMPLISHMENTS** I was dedicated in bridging the gap between the citizens and the Denver Fire Department. I took on a big venture to erect a life size statue at Firehouse Station 10. Main purpose was to push a positive role model as was portrayed by a Black firefighter holding a child. This was a dream I had to make it possible to achieve the goal of becoming a firefighter no matter the color of your skin . I am very proud of the years of recruiting men and women to become firefighters. This included setting up tutoring to help them pass all tests requirements for the entrance exam Being on the Mayors Task Force for Minority Recruitment, we were able to make a difference in peoples